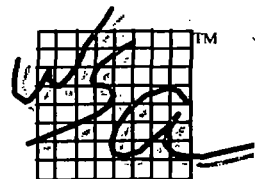


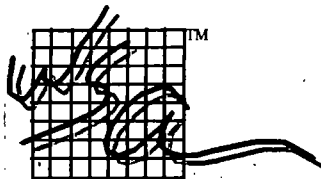
## Central Florida Phosphate Initiative Strategy Session

Atlanta, Georgia  
February 19 & 20, 2003

### DRAFT AGENDA

<u>Topic Area</u>	<u>Lead Person(s)</u>
I. Introductions and Meeting Overview	Brad Jackson Remedial Project Manager, EPA
II. Expectations of Participants	Mary Harlan, Paul — Plotczyk, WSA
III. Strategy	WSA
IV. Project Issues for Consideration	WSA
V. Initial Strategy(s)	WSA
VI. Identifying Potential Breakdowns/De-railers	WSA
VII. Strategy and Implementation	WSA
VIII. Close Out and Next Steps	WSA and Brad Jackson





## Work Systems Associates

~ Nine Grandview Avenue ~ Worcester, Massachusetts 01603-1105 ~508.770.1663~  
[consulting@worksystemshome.com](mailto:consulting@worksystemshome.com)

### ANNOUNCEMENT

**Paul R. Plotczyk**, a co-founder of the Strategic Consulting Group of *Linkage*, former COO, author, business owner, and the founder of the *Business Performance Group*, has rejoined **Work Systems Associates** (WSA), as a Partner and Principal Consultant of our Business Consulting Practice. Since its inception in 1980, Work Systems has provided a broad suite of management consulting services to public and privately held companies in numerous industries including, manufacturing, services, finance, energy, engineering and construction. (A *Products & Services* description is available upon request.)

Paul is a seasoned professional with a broad range of talents, including strong communication skills with a proven ability to successfully bring parties to agreement, excellent leadership abilities, and an effective team player who can readily establish credibility and confidence. He has solid strategic planning and tactical implementation skills, and a legacy as a hands-on, "make-it-happen" professional who quickly establishes direction and priorities.

His business skills coupled with a unique mix of professional experience and common sense acquired as a result of senior leadership positions and roles as investor, owner/operator and consultant make him a welcome addition to our firm. A short biographical sketch and *Sample Client List* are attached for your review.

Paul will team with the client companies legal and accounting firms to provide operational and business consulting in key areas, such as:

- ◆ Positioning a start up for success
- ◆ Revitalizing a corporation in crisis
- ◆ Evaluating the business merger potential and/or directing the operational integration of a merger or acquisition, pre or post.

The business consulting services Mr. Plotczyk will direct include:

- ◆ Aligning the business model with market needs and corporate capabilities
- ◆ Modifying or building sales and business development operations
- ◆ Business process re-engineering to maximize resources and improve response time
- ◆ Vendor and supplier negotiations or sourcing
- ◆ Customer relation's management especially directed toward securing, retaining and enhancing profitable business opportunities
- ◆ Lender and/or investor sourcing or negotiations
- ◆ Crafting or modifying business plans and presentations.

Work Systems Associates is pleased to make this announcement and hopes that you will contact Paul with any comments or inquiries about the services of WSA. He can be reached through his direct line, 508.770.1663 or by email at [paulp@worksystemshome.com](mailto:paulp@worksystemshome.com).

## Sonya - Reg 8

- Good CI can't make up for poor mgmt decisions
- Be willing to re-evaluate decisions
- Stick w/ a couple of measurements - keep it simple
- Demystify red issues
- Don't expect trust completely - provide opportunity for review to build trust.
- Share problem / leave so choices to public.
- Keep commitments/promises
- Don't create expectation if we can't deliver.
- CIG and pm need to know key contacts / and be known by key contacts
- When things get difficult, need to be available more.
- Don't mislead people in different options.
- Decisions should not be surprised to community, they should be involved
- To the extent possible, need to keep separation w/ the PRPs
- 
- Support champions / deal w/ saboteurs / give voice to silent majority that is already onboard.

\* For Sub. Research Center  
\* NCRP

Suzanne Wells - Comm. Inv. Tool Kit 9/2002



Brael,

els it possible to get a GIS map  
of demographics?

Demographics w/ income levels  
Education levels  
Average age ~~age~~  
Minority

Thanks,  
Tonya